Saskatchewan Agriculture and Food

FINAL REPORT

Agriculture Research Branch
Saskatchewan Agriculture, Food & Rural Revitalization

20010373

SASKATCHEWAN COUNCIL FOR COMMUNITY DEVELOPMENT LEADERSHIP SASKATCHEWAN PROGRAM

FINAL REPORT

Funded by
Technology Adoption Demonstration

March 2003

Prepared by: Saskatchewan Council for Community Development

104-04228/

Final Report
Project:20010373
Res.TAD1

Saskatchewan Council for Community Development
Leadership Saskatchewan Program

Summary

The Saskatchewan Council for Community Development (SCCD) Leadership Saskatchewan Program was successfully delivered to 16 participants from the following communities: Canora, Kamsack, Keeseekoose First Nation, Langenburg, Norquay and Yorkton and 17 participants in the Blaine Lake, Shellbrook, and Witchekan Lake Band-Spiritwood region. In addition, a small amount of TAD funding was applied to the initial leadership retreat in North Battleford in March, 2003. Participants in the Yorkton and Blaine Lake regions took part in an initial two-day retreat followed by six training sessions, held in their region, covering 11 learning module topics. Program participants are encouraged to undertake a regional project and this group chose to establish a Regional Chamber of Commerce forum to share business ideas and act as a bridge to provincial government and regional support organizations.

Technical Report

Background

Leadership is key to enabling communities to move ahead and adapt to change. The Saskatchewan Council for Community Development (SCCD), and a group of like-minded individuals set out to explore how best to develop rural Saskatchewan leaders. In a series of focus groups a diverse range of leaders, representing youth, business, the public sector, community and church organizations, were asked about their needs. Leadership Saskatchewan is the program that resulted from this needs assessment. It is designed specifically to meet the needs of rural residents. Hundreds of people from communities across Saskatchewan have benefited from this program since 1998.

The Leadership Saskatchewan Program offers rural Saskatchewan residents the opportunity to develop and enhance skills that are necessary for the continuation of effective leadership in rural communities. The Program is designed to appeal to those who currently hold a formal or informal leadership role within their community, for those who may be interested in learning more about leadership, or becoming a leader within their community. The program reflects the core belief that we need grassroots leaders who can assist communities in moving ahead and adapting to change.

Leadership Saskatchewan is a comprehensive program designed to develop effective community leaders who will play an integral role in the development of strong, vibrant agricultural rural communities. Program participants seek a variety of local sponsors for

their registration fees, thereby enhancing community commitment to the program. Fifteen to twenty participants in each region participate in the program consisting of a leadership retreat where all participants have an opportunity to share ideas and concerns about community leadership before beginning community-based training. They also learn about their own interactive style and how that they can build on personal differences to create stronger leadership within their community. A core curriculum was developed in 1999-2000. Subject matter specialists present eleven different subject areas in regional community training sessions. Each community undertakes a project to which they can apply the skills they are learning. Project coaches assist participants with their studies and provide support with project implementation. There is an opportunity for all participants to share key learnings and experiences from their involvement in Leadership Saskatchewan. This enables communities to talk about ways to develop their leadership capacity and continue to apply what they have learned.

Leadership Saskatchewan examines eleven different areas related to community leadership. The program starts with a two-day leadership retreat, followed by six sessions of training. As well, participants are expected to apply their knowledge and skills to a community project.

The Retreat is an opportunity for participants to:

- Examine their ideas about leadership.
- Explore the forms that leadership can take.
- Gain an understanding of their individual leadership style
- Develop an understanding of how the diversity of leaders within a community can be used to the community's benefit.

The sessions cover the following topic areas:

- Effective Communication
- Creating Healthy Communities
- Managing Conflict
- Gaining Consensus
- Decision-Making
- Getting Organized
- Obtaining Financial Support
- Working with Diversity
- Involving Your Community
- Creating Strategic Alliances
- Visioning and Strategic Planning.

The money SCCD received from the Technology Adoption and Demonstration (TAD) Fund assisted SCCD in offering Leadership Saskatchewan to sixteen participants in the Canora, Kamsack, Langenburg, Norquay, Keeseekoose First Nation, and Yorkton region and 17 in the Blaine Lake, Shellbrook, and Witchekan Lake Band-Spiritwood region. In addition, a small amount of TAD funding was applied to the initial leadership retreat in North Battleford in March, 2003.

Activities

- Leadership Saskatchewan advertised in targeted regions to elicit registrations
- Phone contact made with interested residents in target communities to obtain assistance in advertising and recruiting participants
- Participant registration forms are received and processed
- All participants complete a Meyers-Briggs Type Indicator questionnaire which is the basis for discussion about personal strengths and the strength of bringing different 'types' together to accomplish great things
- Participants encouraged to seek registration fee sponsorship from businesses and organizations in their communities; registration fees are collected
- Two, two-day retreats organized and facilitators hired to manage the retreat
- Participants in each region chose dates and location of six training sessions
- Leadership Saskatchewan Coordinator organizes facilitators to present 11 sessions in each of two regions. A trained Facilitative Team worked with each group and performed the combined roles of facilitator and coach.
- Retreats and sessions are delivered (see the accompanying facilitator reports on many of the sessions delivered).

Outcomes/Impact

- Facilitated collaboration within communities and/or regions in recruiting participants for the program
- Facilitated inter-sectoral partnerships in ongoing development of this program
- Facilitated bridging of communication between Aboriginal and non-aboriginal participants
- A number of regional projects have been undertaken by Leadership Saskatchewan participants including:
    - In Canora, Kamsack, Langenburg, Norquay and Yorkton region: establishment of a Regional Chamber of Commerce forum to share business ideas and act as a bridge between the provincial government, and other regional support structures. Members will meet 3-4 times/year.
    - In Blaine Lake, Shellbrook, Spiritwood region: Decided to develop a community events calendar with events from over 15 communities in the region. Their mission statement: "Connecting people and places to promote and celebrate the pride of the Parkland."

- Provided leadership skills to the 33 people who participated in Leadership Saskatchewan in these two regions. These skills can now be applied to any rural agriculture and agri-food project in their region.

Comments about Leadership Saskatchewan from Canora, Kamsack, Langenburg, Norquay, Yorkton and Keeseekoose First Nation group members:

"We have been promoting the Yorkton region as the last cattle frontier. As a result, we have had a number of families move in from Alberta and from Europe. One day over coffee, a group of us decided we should bring these families together to celebrate and to network. We thought we might have 40 people within a sixty-mile radius of Yorkton. We had over 70 failies-140 people from Alberta and Europe who are new to our communities. We had a dinner for them and the business community with Paul Martin as the guest speaker. Clay Serby, the Minister of Agriculture, Food and Rural Revitalization also spoke. The event was a great success"

"I am really surprised about the quality of this program. The way the facilitators are structuring it is just great. I have learned so much."

"I appreciate the open-mindedness of the group. The people here want to come together to work for the good of the whole."

"I feel very positive and happy. It is a great opportunity to hear different views from youth and Aboriginal people. It was a great group."

"I have been to many workshops but I have never experienced anything like this. It was just fantastic."

Personnel

Project Funds Provided for Salary for Leadership Saskatchewan Coordinator:

Program Development	$3,750.00
Recruiting/Interviews	$2,432.18
Total:	$6,182.18

Equipment

A telephone headset was purchased for the Leadership Saskatchewan Coordinator. Serial #2386 11375X

Project Developed Materials

Previously developed Leadership Saskatchewan materials were utilized in these two regions.

Project Photos

Please see accompanying photos of participants from each region.

Acknowledgement

- Saskatchewan Agriculture, Food and Rural Revitalization (SAFRR) was acknowledged in advertisements which appeared in Yorkton, Kamsack, Canora and Norquay weekly papers (see attached ad)
- The Saskatchewan Industry and Resources logo appeared on a flyer that was distributed widely in the Yorkton region (see attached)
- The support provided by Saskatchewan Industry and Resources was announced to all participants at the initial retreats
- SCCD will name Saskatchewan Industry and Resources and its contribution to Leadership ad Saskatchewan in its Annual Report for 2002-2003

Expense Statement

This statement has been provided to you by Judy Riou, SCCD Accountant.